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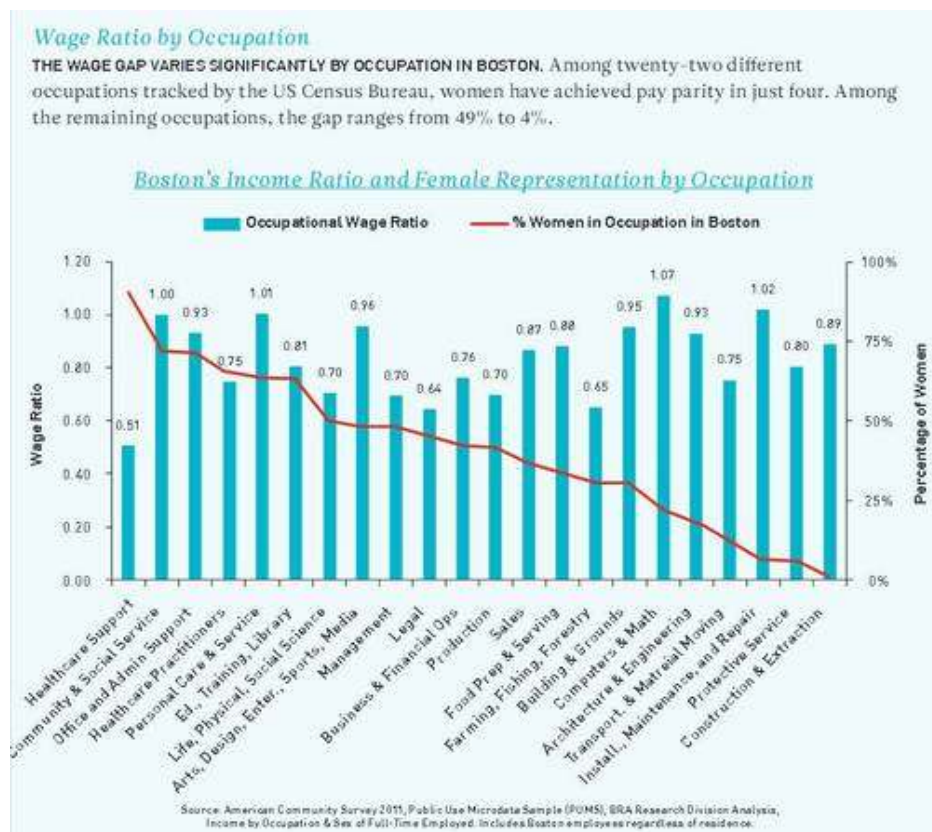
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Notes on a Smooth Mayoral Transition.

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OCTOBER 31, 2013



100% TALENT

The Boston Women's Compact

MISSION

To make Greater Boston the premier place for working women in America, by closing the wage gap and removing the visible and invisible barriers to women's advancement. By doing so, we will build a more equitable workforce where all talent is cultivated and valued.

CORE BELIEFS

Equity is a competitive advantage. Communities that invest in all their human capital are better positioned to attract jobs and investment. Employers who respect, value and engage all employees are better able to attract and retain talent.

Women are one of the Region's greatest assets. In fact, in Boston, women make up more than half the residents and half the workforce. Boston is also home to the best educated female population in the nation and has a greater proportion of young women than any other city.

When women thrive, communities thrive. When women are empowered to achieve their full potential, families are healthier, communities are more vibrant, and employers are able to find and retain the talent they need to excel.

The gender wage gap is about more than a difference in pay. The wage gap signals that more can be done, in both the public and private sectors, to unleash the talent of all women - regardless of race, ethnicity, education or age.

Employer commitment is essential to closing the gap. Employer interventions are among the most effective remedies to the wage gap and contribute to enduring, positive change that benefits all employees.

GOALS

Together with the leadership of the Mayor of Boston and the Women's Workforce Council, the members of 100% Talent: The Boston Women's Compact commit to the following three goals:

GOAL 1

Understanding the Root Causes of The Wage Gap

Employers will commit to understanding the gender wage gap and the underlying causes that contribute to the gap.

- Examples of Potential Measures by Employer:
- Management review of the Council's "Closing the Wage Gap" report
 - Employee access to the Council's report and the Compact
 - Analysis of internal employment practices and data
 - Visible Management/Leadership engagement, including attending conferences/meetings
 - Dedicated time/staff resources

GOAL 2

Closing the Gap

Employers will review the evidence-based interventions in the Council's report, conduct a self-assessment of any interventions they have already implemented internally, and implement or undertake to improve three interventions tailored to their workplace.

- Examples of Potential Measures by Employer:
- Assessment of Current State
 - Enhancements to Existing Interventions
 - Introduction of New Implemented Interventions

GOAL 3

Embracing Success

Employers agree to participate in a biennial review to discuss successes and challenges, as well as contribute data to a report compiled by a third-party on the Compact's success to date. Employer-level data would not be identified in the report. The specific data to be reported will build on data already required by federal and state authorities and should not create an additional reporting burden.

The City of Boston is home to the most educated female workforce in the country. But, in 2011, working women in Boston earned 85 percent of the earnings of their male peers. Over the course of a 40 year career, a woman working full-time in Boston earns an estimated \$380,000 less than a man.

This morning, Mayor Menino released **"BOSTON: Closing the Wage Gap."** The report, available at www.BostonsTalent.com, examines the existing gender wage gap in the City of Boston and offers 33 interventions employers can implement to reduce it. The Mayor also introduced the City of Boston's **100% Talent: The Boston Women's Compact**, which outlines a set of common beliefs and goals employers will embrace to address Boston's wage gap.

38 area organizations signed on to the compact at the initiative's October 31, 2013 kick-off event. They include:

1. State Street
2. Putnam Investments
3. Blue Cross Blue Shield of Massachusetts
4. Partners HealthCare
5. Raytheon
6. National Grid
7. NSTAR – A Northeast Utilities Company
8. Weber Shandwick
9. Communispace
10. Finagle a Bagel
11. Second Time Around
12. Tech Networks of Boston
13. EBS Capstone
14. Schwabe Consulting
15. The Commonwealth Institute
16. Green City Growers
17. The Greenly Group
18. Top It Off Accessories
19. Charlestown Nursery School
20. William Gallagher Associates Insurance
21. BJ's Wholesale Club
22. Suffolk Construction Company
23. Hill Holliday
24. Girl Scouts of Eastern Massachusetts
25. YMCA of Greater Boston
26. Vertex Pharmaceuticals
27. SEIU Local 888
28. Marla's Obsession
29. Roxbury Technology
30. Tufts Health Plan
31. The Boston Foundation
32. Simmons College
33. Massachusetts College of Art and Design
34. MassMutual
35. Wentworth Institute of Technology
36. Boston Children's Hospital
37. Massachusetts Technology Collaborative
38. Wheelock College.

In signing the 100% Talent Compact employers agreed to understand the root causes of the wage gap, implement the intervention strategies outlined in the report or other proven interventions they have identified on their own, participate in a biennial review to discuss successes and challenges, and contribute data.

The 59-page wage gap report was developed in partnership with the Mayor's Office and the Women's Workforce Council, established by Mayor Menino on April 9, 2013 – Equal Pay Day, to help transform Boston into the best city in the country for working women. Chaired by Cathy Minehan, Dean of the School of Management at Simmons College and former President

and Chief Executive Officer of the Federal Reserve Bank of Boston, the Council represents the financial, engineering, medical, law, technology and retail sectors, and includes small business owners, entrepreneurs, and senior executives, as well as academic, labor and nonprofit leaders. A full list of council members is available [here](#).

The Council's first priority was to identify new and creative ways to help close the wage gap between working men and women, helping Boston become the first major city to achieve pay equity. The report outlines the Council's recommendations to employers throughout the city and across the region.

The Mayor called on the entire area business community to join this group in signing the Compact, and interested companies can visit www.BostonsTalent.com for more information.

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